

# Has This Ever Happened to You?

- You are fired for taking unpaid leave to care for an ailing spouse, child, or parent
- Your apartment manager does not make repairs after discovering you are infected with HIV
- Your boss does not promote people of color to management positions
- A cab driver asks you to pay a higher cab fare to carry your wheelchair
- A landlord tells you only certain apartments are available to people with children
- You are not given pregnancy benefits because you are not married
- You are told service animals are not allowed entry

Every day, people challenge discrimination and make a difference. They improve their own lives and the lives of others. You can too.



Information can be made available in alternative formats upon request.

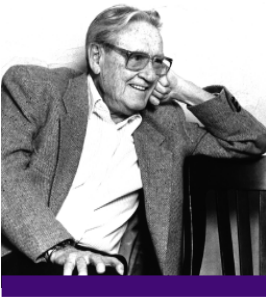
Seattle Office for Civil Rights  
700 3rd Ave., Suite 250  
Seattle WA 98104-1849



**Office Hours:**  
**Mon.- Fri, 8 a.m.- 5 p.m.**  
**684-4500 voice    684-4503 TTY**

# Seattle Office for Civil Rights

Your partner in building equality



The Seattle Office for Civil Rights (SOCR) is committed to challenge discrimination in all its forms by:



- Developing anti-discriminatory programs and policies
- Enforcing City, State, and Federal anti-discrimination laws
- Investigating cases of alleged discrimination in housing, employment, public accommodations, and contracting.
- Providing training and educational materials
- Staffing three advisory commissions to the City of Seattle: Seattle Women’s Commission, Seattle Human Rights Commission, and Seattle Commission for Sexual Minorities. Monthly commission meetings are open to the public.

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# Discrimination

Unlawful discrimination may be occurring if you are treated differently from others because of your:

- race
- color
- sex
- religion
- age
- creed
- ancestry
- political ideology
- national origin
- use of a guide dog or service animal
- marital status
- parental status
- sexual orientation
- use of a Section 8 certificate
- disability
- gender identity

There is no fee  
for our services.

If your experience occurred in the last 180 days within the Seattle city limits, SOCR may be able to investigate.

# Know the Law

The City of Seattle prevents discrimination in:

## Employment

- hiring/firing
- advertising
- wages
- promotion

## Public Accommodations

- hotels
- government services
- private schools
- restaurants
- recreational facilities
- theaters

## Housing

- sales/rentals of houses/apartments/condos/lots
- credit/mortgages
- boarding/rooming houses

## Contracting

- all contracts with the City of Seattle (Title VI)
- all contracting practices between business entities in Seattle (Fair Contracting Practices Ordinance)

The law also protects you from harassment and retaliation.



# Exercise Your Rights

If you think you are experiencing discrimination:

## Write it down

Keep a log of exactly what was said, any actions taken, dates, times, persons involved, and witnesses.

## Call SOCR

Find out what your choices are under the law, and who can help you.

## File a complaint

SOCR can begin an investigation to determine if unlawful discrimination occurred.

## Use our Facilitated Resolution Process

SOCR can work with both parties to quickly resolve differences.

## Receive remedies

that are agreed upon between both parties and are appropriate to your case, such as back pay, rent refunds, training, or damages for pain and suffering.

206-684-4500 voice  
206-684-4503 TTY  
[www.cityofseattle.net/civilrights](http://www.cityofseattle.net/civilrights)



# Build A Culture of Respect

## Request a presentation

SOCR can visit your agency or group to provide an introductory presentation on SOCR's services and anti-discrimination work. Give us a call!

## Request training

Many discriminatory acts are subtle or unintentional. SOCR can offer in-depth workshops about your rights and responsibilities.

## Request information

SOCR provides educational programs, forums, and information and referral related to:

- women's rights
- harassment
- access for persons with disabilities
- equal opportunities in housing and employment
- the rights of sexual minorities
- human rights

SOCR services are free, fair and impartial. SOCR does not ask about people's citizenship or immigration status, nor does it share information with immigration officials.